



A STUDY ON IMPACT OF RECRUITMENT AND SELECTION PROCESS

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ABSTRACT

Organization's enlisting prepare which includes enlistment of candidates and Enlistment and Choice is a hypothetical concept which alludes to a choice from reasonable candidates for employments inside an organization. Enrolment and Determination points at giving the required number of talented representatives to the organization to keep the going concern of the commerce. Enlistment is the prepare of finding candidates for the empty position and empowering them to apply for it whereas on the other hand; Choice is the act of choosing the best candidate from the pool of candidates and advertising them the job.

INTRODUCTION

Recruitment and choice are fundamentally to human asset administration, guaranteeing the distinguishing proof and enlisting of qualified people for organizational victory. These forms include characterizing work prerequisites, publicizing positions and choosing the most reasonable candidates. The consistent integration of enrolment and determination is significant for securing the best fit workers and maintaining a strategic distance from incorrect choices in hiring

The Challenges of Recruitment Process

- Hiring candidates quickly
- High costs of hiring
- Effectively engaging candidates
- Attracting the right candidates
- Building a strong employer brand
- Data-driven recruitment
- Eliminating bias

The Challenges of Recruiting Process:

- Preliminary meet
- Screening of Applications
- Employment test
- Conducting interviews
- Final selection

RESEACH REVIEW:

Sania Usmani (2010): The greatest imperative results and tips expressed in this outline came from looking at three investigates related to the circumstance of the enlistment prepare and determination in the work environment subjective, quantitative and exploratory point of view of substantial allure and social crave.

UFOMA (2015): Inquire about has set up a relationship between the enlistment and determination hones of an organization and its execution. Companies that have strong enrollment plans perform way better since they enlist qualified people who are learned in zones of ability and who fit appropriately into the organization's structure. Viable enlistment and determination are related with results like diminished turnover and tall worker inspiration, expanded money related execution, and improved inventiveness.

Purcell (2016): Enrolment drives allow organizations get to expansive pool of people with shifted aptitudes and capabilities. The victory of enterprise is to a great extent subordinate on the appropriate choice of people that give the best fit for different parts inside the organization the choice of talented and learned representatives comes about in items and administrations of a higher quality, which lead to expanded deals.

Neeraj (2012): Agreeing to the writing, there is a useful relationship between staff choice and organization. There is a solid connect between selecting and choice and add up to trade advancement, for illustration. The moment step in the labour arranging and securing handle in choice. It is the prepare of selecting the best candidate for the work based on the organization's needs. Determination forms change per industry, based on the mission and competitiveness of the industry. Each determination strategy has two results: chosen and not selected

OBJECTIVES:

Primary objective:

To consider on affecting of enrolment and choice process

Secondary objective:

- Strategic Alignment
- Efficiency and Effectiveness of the Recruitment Process is Enhanced
- Improved Quality of Hire
- *Creates a Diverse and Inclusive Space*
- *Gives a Competitive Edge*

LIMITATIONS OF THE STUDY:

1. Great and productive enrolment and determination prepare moreover spares you cash since a handle that rapidly moves along takes less time and is more productive.
2. An set up enlisting and determination prepare can offer assistance to guarantee the enlisting handle is both reasonable and straightforward and works.
3. These will unavoidably lower the chance of legitimate activities against the company or organization.
4. An productive enrolment and determination prepare will guarantee that you contract the right specialist.
5. The right sort of enlisting and choice handle too makes a difference the company spare time on preparing by contracting the right labour

DATA ANALYSIS AND INTERPRETATION

TABLE INDICATING THE RECRUITMENT PROCESS AT THE COMPANY EFFECTIVELY IDENTIFIES QUALITY CANDIDATES.

Category	Frequency	Percentage (%)	Cumulative Percent
Strongly Disagree	1	1.2	1.2
Disagree	3	3.5	4.7
Neutral	18	21.2	25.9
Agree	38	44.7	70.6
Strongly Agree	25	29.4	100.0
Total	85	100.0	

INTERPRETATION:

From the provided table, it is interpreted that 29.4% strongly agree, 44.7% agree, 21.2% are neutral, 3.5% disagree, and 1.2% strongly disagree.

INFERENCE:

The majority of respondents (44.7%) that the recruitment process at the company effectively identifies quality candidates as agreed.

7. The recruitment process at the company effectively identifies quality candidates.

85 responses

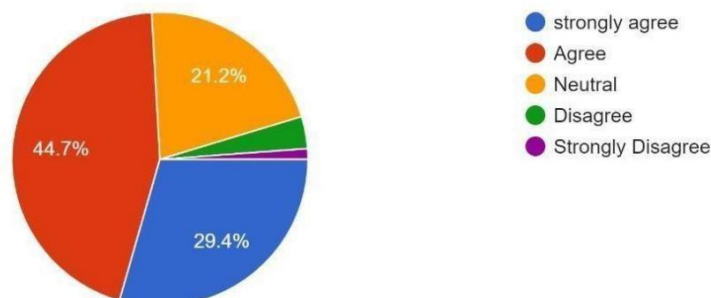
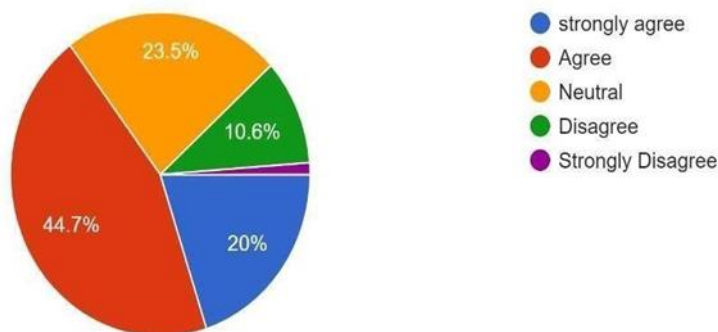


TABLE INDICATING THE RECRUITMENT AND SELECTION PROCESS AT THE COMPANY IS TRANSPARENT AND UNBIASED.

Category	Frequency	Percentage (%)	Cumulative Percent
Strongly Disagree	1	1.2	1.2
Disagree	9	10.6	11.8
Neutral	20	23.5	35.3
Agree	38	44.7	80.0
Strongly Agree	17	20.0	100.0
Total	85	100.0	

9. The recruitment and selection process at the company is transparent and unbiased.

85 responses

**INTERPRETATION:**

From the above table, it is evident that 20% of the respondents strongly agree, 44.7% agree, 23.5% are neutral, 10.6% disagree, and 1.2% strongly disagree.

INFERENCE:

The majority of respondents (44.7%) agreed that the recruitment and selection process at company is transparent and unbiased as agreed

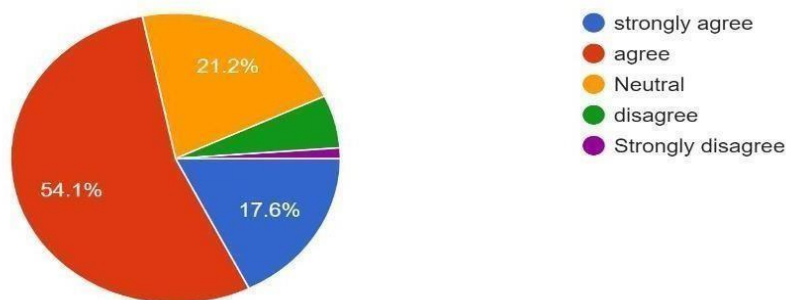
TABLE INDICATING EMPLOYEES HIRED THROUGH THIS PROCESS EXHIBIT A HIGH LEVEL OF JOB SATISFACTION.

Category	Frequency	Percentage (%)	Cumulative Percent
Strongly Disagree	1	1.2	1.2
Disagree	5	5.9	7.1

Neutral	18	21.2	28.2
Agree	46	54.1	82.4
Strongly Agree	15	17.6	100.0
Total	85	100.0	

12. Employees hired through this process exhibit a high level of job satisfaction.

85 responses



INTERPRETATION:

The table indicates that 17.6% strongly agree, 54.1% agree, 21.2% are neutral, 5.9% disagree, and 1.2% strongly disagree.

INFERENCE:

The majority of respondents (54.1%) that employees hired through this process exhibit a high level of job satisfaction as agreed

CONCLUSIONS:

The respondents perceived the overall effectiveness of the recruitment and selection process at Perfect Digital Media Resource Private Limited as moderately effective. While the company employs a structured approach to attract and assess candidates, areas for improvement were identified, including enhancing employer branding, improving diversity and inclusion initiatives, leveraging technology and social media, and streamlining the decision-making process.

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BOOK

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3. Righteous Recruiting: Essays on Reinventing Talent Acquisition for People